

# Keith Weimann

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## PROFILE

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Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

## TECHNICAL SKILLS

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### Talent

Employer Branding • Onboarding

### Operations

HRIS (Workday/BambooHR) • Benefits Administration • Payroll Coordination

### People Practices

L&D • Employee Relations • Succession Planning

### Compliance

Diversity & Inclusion • GDPR

## EXPERIENCE

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### People Operations Manager — Welch, Ryan and Olson (May 2018 - Jun 2018)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 14 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.

### People Operations Manager — Hilpert, Kuhn and Schmeler (Apr 2022 - Nov 2022)

- Led recruitment for 38 roles across EMEA/US, reducing time-to-hire by 17%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Manager — Fahey - Terry (Sep 2016 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 163 roles across EMEA/US, reducing time-to-hire by 38%.
- Rolled out benefits and L&D programs that increased retention in key teams by 6%.
- Implemented a performance review program which improved engagement scores by 6 points.

### Talent Acquisition Manager — Feest, Towne and Erdman (Nov 2023 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 8 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 14%.
- Led recruitment for 105 roles across EMEA/US, reducing time-to-hire by 14%.

### People Operations Manager — Hauck, Rau and Larkin (Mar 2021 - Mar 2022)

- Implemented a performance review program which improved engagement scores by 15 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 12%.

## EDUCATION

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B.A. Business Administration, Kihnn - Ernser University (2017)

## PROJECTS

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**vitium nihil defessus** - Universal human-resource time-frame

**subvenio volo vester** - Programmable hybrid archive

**arbustum tendo cauda** - Versatile zero defect challenge <https://feline-electronics.name>